Civil Rights Commission Facts – FY '07

http://www.state.ia.us/government/crc/index.html

General Information

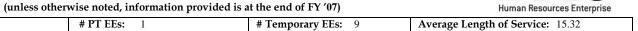
Workforce Data

FT EEs:

Grimes Building Address: 400 East 14th Street

Des Moines, IA 50319-1004

PT EEs:



% Performance Evaluations Completed: 90.5% Span of Control: 7.33 **Total Unemployment Insurance Claims:** 0

Employee Age Groups			Supervisor Age Groups			oups .	<u>Females</u>		<u>Males</u>		
<25	0	45-54	6	<25	0	45-54	0	# of Females:	14	# of Males:	9
25-34	3	55-64	10	25-34	0	55-64	3	% of WF:	60.87%	% of WF:	39.13%
35-44	3	65+	1	35-44	0	65+	0	Average Age:	45.74	Average Age:	56.92
Employee Average Age: 50.12 Supervisor A			or Ave	rage Age:	56.27	Average Length	of Service: 13.17	Average Length	of Service: 18.65		

Minorities		Breakout of Mino	<u>rities</u>	Non-minorities	
# of Minorities:	7	# of African-American:	4	# of Non-minorities:	14
% of Workforce:	30.43%	# of Asian:	2	% of Workforce:	60.87%
Average Age:	50.18	# of American Indian:	0	Average Age:	51.42
Average Length of Service:	15.95	# of Hispanic or Latino:	1	Average Length of Service:	16.54

Persons With Disabili	<u>ties</u>	Persons With Non-Disabilities		
# of Persons With Disabilities:	3	# of Persons With Non-Disabilitie	es: 16	
% of Workforce:	13.04%	% of Workforce:	69.57%	
Average Age:	57.95	Average Age:	47.82	
Average Length of Service:	24.73	Average Length of Service:	13.20	

Officials/Administrators	Professionals	Technicians	Protective Service: Sworn
EEO Category 1: 4	EEO Category 2: 15	EEO Category 3: 1	EEO Category 4: 0
Protect. Serv.: Non-Sworn	Administrative Services	Skilled Craft	Service/Maintenance
EEO Category 5: 0	EEO Category 6: 3	EEO Category 7: 0	EEO Category 8: 0
Separation Rate: 13.04%	Hire Rate: 17.39%	Number Hires: 4	Transfer In: 0
Retirements: 1	All Terminations: 0	Voluntary Quits: 2	Transfer Out: 0

# of Classes Used: 9 Most Populous Classes: Ci		ghts Specialist (13), Clerk-Specialist (2), Public Service Executive 2 (2)
Separations - By Class:	Civil Rights Specialist (3)	
# Eligible for Retirement:	7 in the next 5 years	% Eligible: 30.43%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '07)

Vacation Payouts:	Sick Leave Payouts:	Annual Payroll:	Avg. Base Salary:	Overtime Days Worked:
\$8,155.47	\$0	\$1,317,297.36	\$54,489	0
Overtime Cost:	Reassignment Pay:	Recruitment Bonus Pay:	Retention Pay:	Exceptional Job Performance Pay:
\$2.33	\$0	\$0	\$0	\$0
Workers' Comp Payouts:	Vacation Pay - Earned	Vacation Days Earned:	Vacation Used Expense:	Vacation Days Taken:
\$8,547.76	Value: \$115,123.54	541.0	\$110,352.86	548.7
Workers' Comp Days	Sick Leave Days Earned:	Reg. Sick Leave Used	Reg. Sick Leave Days Used:	Converted Sick Leave To
Used: 5	330.4	Expense:	242.8	Vacation Days Used:
		\$46,981.11		58.5
	Sick Leave -Earned		Avg. Sick Leave Days Per EE:	
	Value:		10.56	Converted Sick Leave To
	\$66,444.14			Vacation Used Expense:
				\$13,752.96
Injury Leave Used	Injury Leave Days Used:	Classification Appeals:	Reclassifications	Grievances
Expense:	0	N/A	Up (Filled): 0	Contract Grievances: 0
\$0			Up (Vacant): 0	Disciplinary: 0
Funeral Leave Used	Funeral Days Used:	Extraordinary Pay:	Down (Filled): 1	Language: 0
Expense:	3.9	\$2,350.40	Down (Vacant): 0	Non-Contract Grievances: 0
\$687.54			Lateral (Filled): 1	Disciplinary: 0
Jury Leave Used	Jury Leave Days Used:	Special Duty Pay:	Lateral (Vacant): 0	Language: 0
Expense:	9.3	\$0	Approx. Annual New Cost of	Arbitrations: 0
\$2,098.72			Reclassified Positions:*	
. ,			\$(15,527.20	

^{*} based on difference between average of old and new pay grade FY '07. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '07) RUU:	N/A	Minorities: Current Year (FY '07) RUU:	N/A	PWD: Year (FY '07) RUU:	N/A
Current Year (FY '07) Goal:	N/A	Current Year (FY '07) Goal:	N/A	Current Year (FY '07) Goal:	N/A

Sources: AS400 Queries; "Just the Facts for FY07" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: August 15, 2008